



October 28, 2016

To Our Business Community,

Wondering why your local health district is interested in helping your business save money and retain valuable employees? Since 47% of the workforce is made up of women, and over half of all mothers with children under the age of one year are employed, it makes sense to implement mother friendly policies.

Concerned about more new policies? What if the policy returned to your business \$3 for every \$1 invested? And what if the necessary changes were flexible, improved morale, loyalty, and lowered healthcare costs? What if you could retain 94% of your employees after maternity leave, rather than the national average of 59%?

Part of being mother friendly is being breastfeeding friendly. This starts with the ability of new mothers to schedule flexible work breaks to provide time for milk expression at the worksite, as well as access to a private space with a chair and electrical outlet.

Why all this talk about breastfeeding in the workplace? Well, the CDC has identified breastfeeding as one of the key strategies to prevent childhood chronic diseases such as obesity, type 2 diabetes, leukemia, ear and GI infections, and SIDS. Breastfeeding provides many of these same benefits to the mother as well. In support of increasing initiation and duration of breastfeeding in Southeastern Connecticut, the TVCCA New London County Healthy Families Partnership and your local health districts are spreading the word about mother friendly worksites.

Since breastfed babies are healthier than formula fed infants they need to visit the doctor less often which leads to fewer employee absences as well as decreased healthcare costs. Women who nurse their babies have a reduced risk for developing breast and ovarian cancers, are less likely to experience postpartum depression, and also have lower rates of obesity and type 2 diabetes.

When we support women, children, and the family, we reap the rewards many times over. Improved health, coupled with increased productivity, feeds business and community growth. These flexible and short term mother friendly changes can empower women to reach their breastfeeding goals. Sometimes preventing chronic disease and growing your business is as simple as just doing the right thing!

Please join with us to create a healthy, family friendly community!

A handwritten signature in blue ink, reading "Patrick R. McCormack".

**Patrick R. McCormack, MPH**  
**Director of Health**

Uncas Health District  
401 W. Thames St. Ste. #106  
Norwich, CT 06360  
[www.UncasHD.org](http://www.UncasHD.org)

A handwritten signature in blue ink, reading "Stephen Mansfield".

**Stephen Mansfield, MPH**  
**Director of Health**

Ledge Light Health District  
216 Broad St.  
New London, CT 06320  
[www.LLHD.org](http://www.LLHD.org)

## Mother Friendly Workplace Initiative

Recruit and retain valuable employees

Increase productivity and loyalty

Save money!



## Benefits to Employers

**Increased retention rate of 94% vs. 59%** (national average)

**Breastfeeding moms and babies are much healthier, leading to:**

- \* Reduced absenteeism
- \* Lower health insurance costs
- \* Higher productivity
- \* Increased loyalty
- \* Less staff turnover & training

**3:1 ROI** when businesses invest in breastfeeding support

“The real risk for a company is losing an employee...having them decide not to come back from maternity leave. People say our program plays a big part in their decision to come back to work.”

-Betty Purkey  
Manager  
Texas Instruments

**Today, 47% of the workforce is female**

**57%** of working mothers have children under 1 year of age

**What is your business doing to retain new mothers after maternity leave?**

Consider adopting mother friendly policies!

Please consider becoming a mother friendly workplace, we're here to help! Contact Marilyn Lonczak—[Marilyn.Lonczak@ct.gov](mailto:Marilyn.Lonczak@ct.gov)

## Breastfeeding Friendly Worksites (BFW)

Remove barriers and encourage women to return to work after childbirth. Help them reach their breastfeeding goals.

**BFW support women by:**

- \* Creating a supportive atmosphere for moms returning to work
  - \* Allowing flexible break times to express breast milk until baby's first birthday
- \* Providing private, accessible, sanitary space to express milk



Good for business, good for moms, and good for babies

# Bottom Line Benefits



**Providing worksite lactation support helps companies successfully retain valued employees.**

## **Cost effective: Every dollar invested saves three dollars**

- **Less absences:** breastmilk boosts an infant's immune system and helps protect them from common childhood illnesses (especially in childcare settings). Parents of breastfed children have half the one-day absences to care for sick children as parents who formula feed.
- **Employee retention:** retention rates are dramatically higher after maternity leave when employers are supportive of breastfeeding (94% vs. national average of 59%). Increased retention reduces company costs for hiring temporary staff, recruiting new hires, training replacement staff, and the loss of productivity throughout the process.
- **Reduced healthcare costs:** formula fed babies visit the doctor more often, spend more sick days in the hospital, and require more prescriptions than breastfed babies. Breastfeeding moms also have significant reduction in the risk of breast and ovarian cancer, as well as diabetes and obesity.
  - The reduced healthcare costs resulting from increased breastfeeding also **reduce insurance claims and premiums** for businesses.

## **Morale & Productivity**

- Employees whose companies provide breastfeeding support consistently report improved morale, greater job satisfaction, and higher productivity. The support also eases the transition back to work and enables employees to return from maternity leave sooner.

## **Community**

- If 90% of women were able to achieve the recommendation of exclusive breastfeeding for 6 months, it is estimated that \$13 billion in pediatric health-care costs and over 900 lives would be saved annually in the USA.
- Breastfeeding helps promote cognitive development and better health. This supports the development of a healthier community and a more productive future workforce.

**All employees have the potential to benefit from increased worksite lactation support through reduced workforce turnover, improved workforce productivity, reduced healthcare costs, and improved public health outcomes.**



# What is a Breastfeeding Friendly Worksite?

**Connecticut State and Federal law requires employers to allow a woman to breastfeed or pump during her meal, or break time at work. Embracing this policy will enhance employee satisfaction, and a business's bottom line.**

## **Breastfeeding Friendly Worksites provide:**

- **Space:** A private, sanitary space, that is not a bathroom, to express milk
- **Time:** Flexible break times or work patterns to allow for milk expression
- **Policy:** Written HR policy regarding breastfeeding in the workplace (examples enclosed)
- **Support:** a supportive work environment that allows employees to confidently make use of these provisions while continuing to fulfill their commitment to their work responsibilities

## **Businesses are NOT required to have a permanent dedicated milk expression room**

**Get designated (and recognized!) as a BFW:** Easy way to show you care about your employees  
Complete the brief form at [www.breastfeedingct.org](http://www.breastfeedingct.org)

## **Optional Enhancement Ideas**

- **Information packets** given to all expecting parents encouraging breastfeeding, stating your company's support, and listing local breastfeeding resources
- **Employee health insurance** that covers lactation consultant visits
- **Provide a designated lactation room** for breastfeeding mothers
- **Provide 10-12 weeks of parental leave**—the extra time gives mothers more time to heal, and helps get breastfeeding well established. Consider establishing a paternal leave policy to support the whole family.
- Allow a new family to gradually transition back to work through a combination of part-time, flex-time, job sharing, and/or working from home

# Sample Policy # 1

In recognition of the well documented health advantages of breastfeeding for infants and mothers, [company] provides a supportive environment to enable breastfeeding employees to express milk during work hours. This includes a company-wide lactation support program administered by [department].

[Company] subscribes to the following worksite support policy. This policy shall be communicated to all current employees and included in new employee orientation training.

## Company Responsibilities

Breastfeeding employees who choose to continue providing milk for their infants after returning to work shall receive:

### Milk Expression Breaks

Breastfeeding employees are allowed to breastfeed or express milk during work hours using their normal breaks and meal times. For time that may be needed beyond the usual break times, employees may use personal leave or may make up the time as negotiated with their supervisors.

### A Place to Express Milk

A private room (not a toilet stall or restroom) shall be available for employees to breastfeed or express milk. The room will be private and sanitary, located near a sink with running water for washing hands and rinsing out breast pump parts, and have an electrical outlet. If employees prefer, they may also breastfeed or express milk in their own private offices, or in other comfortable locations agreed upon in consultation with the employee's supervisor. Expressed milk can be stored [in general company refrigerators/in designated refrigerators provided in the lactation room or other location/in employee's personal cooler].

### Staff Support

Supervisors are responsible for alerting pregnant and breastfeeding employees about the company's worksite lactation support program, and for negotiating policies and practices that will help facilitate each employee's infant feeding goals. It is expected that all employees will assist in providing a positive atmosphere of support for breastfeeding employees

*[List other components specific to your company's program]*

## Employee Responsibilities

### Communication with Supervisors

Employees who wish to express milk during the work period shall keep supervisors informed of their needs so that accommodations can be made to satisfy the needs of both the employee and the company.

### Maintenance of Milk Expression Areas

Breastfeeding employees are responsible for keeping milk expression areas clean.

### Milk Storage

Employees should label all milk expressed with their name and date collected. Each employee is responsible for proper storage of her milk using [company provided refrigerator/personal storage coolers].

### Use of Break Times to Express Milk

When more than one breastfeeding employee needs to use the lactation space, employees can use the sign-in log provided to negotiate milk expression times that are most convenient or best meet their needs.

# Sample Policy # 2



**Remember: State and Federal Law requires employers to support breastfeeding in the workplace**

## Sample Policy

[Company name] recognizes that breastmilk is the optimal food for growth and development of infants and [Company name] encourages employees and management to have a positive, accepting attitude toward working women and breastfeeding. [Company name] promotes and supports breastfeeding and the expression of breastmilk by employees who are breastfeeding when they return to work.

In support of the above, [Company name] will provide the following:

- A flexible schedule for nursing or pumping women
- A designated, suitable location in which to pump, which means a clean, private area other than a bathroom, with access to electricity, where an employee can express milk privately. If the location is not her own office or cubicle, she will receive approval from the appropriate party prior to using the space. If space is not available in the employee's immediate work area, [Company name] will designate room \_\_\_\_\_ as the office Lactation room.

## Resources

For more information and sample policies, please visit:

- **Office of Women's Health:** [www.womenshealth.gov/breastfeeding/employer-solutions/](http://www.womenshealth.gov/breastfeeding/employer-solutions/)
- **Business Case for Breastfeeding:** <https://www.womenshealth.gov/breastfeeding/business-case-for-breastfeeding.html>
- **US DOL:** Fact Sheet #73: Break Time for Nursing Mothers under the FLSA [www.dol.gov/whd/regs/compliance/whdfs73.pdf](http://www.dol.gov/whd/regs/compliance/whdfs73.pdf)
- **US OPM:** General Info break time requirement for nursing mothers in the Patient Protection and Affordable Care Act [www.opm.gov/policy-data-oversight/worklife/reference-materials/nursing-mother-guide.pdf](http://www.opm.gov/policy-data-oversight/worklife/reference-materials/nursing-mother-guide.pdf)
- **Federal Law Information:** <https://www.dol.gov/whd/nursingmothers/>
- **CT State Law:** <https://www.ctdol.state.ct.us/wgwkstnd/laws-regs/statute31-40w.htm>
- **CT Breastfeeding Coalition:** [www.breastfeedingct.org](http://www.breastfeedingct.org)
- **Texas Mother Friendly Worksite:** [www.texasmotherfriendly.org](http://www.texasmotherfriendly.org)

# Breastfeeding in Connecticut: What are your Rights?

## You have a right to breastfeed in public.

Connecticut laws\* protect your right to breastfeed your child in any public place that you are allowed to be. This means that no one can limit your right to breastfeed your baby. It is against the law to not let you breastfeed or to ask you to move or cover up.

## If you think your right to breastfeed in public has been violated: contact the Commission on Human Rights and Opportunities (CHRO).

Call 1-800-477-5737 or visit their website at [www.ct.gov/chro](http://www.ct.gov/chro)

## You have a right to breastfeed or pump at work.

The Connecticut law on breastfeeding at work states that your employer must allow you to breastfeed or pump breast milk at work. There is also a federal law about breastfeeding at work.

## Here is how the Connecticut law works:

You may pump or breastfeed your baby at work during your meal or break time. Your employer does not have to pay you during that time unless you are using your regular break time. They must provide a room or other space that is close to your work area. If your employer doesn't provide break time, it doesn't have to do so under Connecticut's law. The space cannot be a toilet or bathroom stall and it must be private. This law is for all Connecticut employers.

## If you think that your breastfeeding rights at work have been violated: contact the Connecticut Department of Labor.

Call 1-860-263-6791 or visit their website at [www.ctdol.state.ct.us/wgwkstnd/forms/DOL-80.doc](http://www.ctdol.state.ct.us/wgwkstnd/forms/DOL-80.doc).

## Here is how the federal law works:

If you work for a company that has more than 50 employees and you are paid hourly, then your employer must provide you with flexible break times that will be different for all women. They must also give you a private place to pump your milk. They do not need to pay you if you are using time that is not your regular break time.

You can also file a complaint with the U.S. Department of Labor. For information on filing a complaint, visit the U.S. DOL website: [www.dol.gov/wecanhelp/howtofilecomplaint.htm](http://www.dol.gov/wecanhelp/howtofilecomplaint.htm).

## You cannot lose your job for pumping or breastfeeding at work.

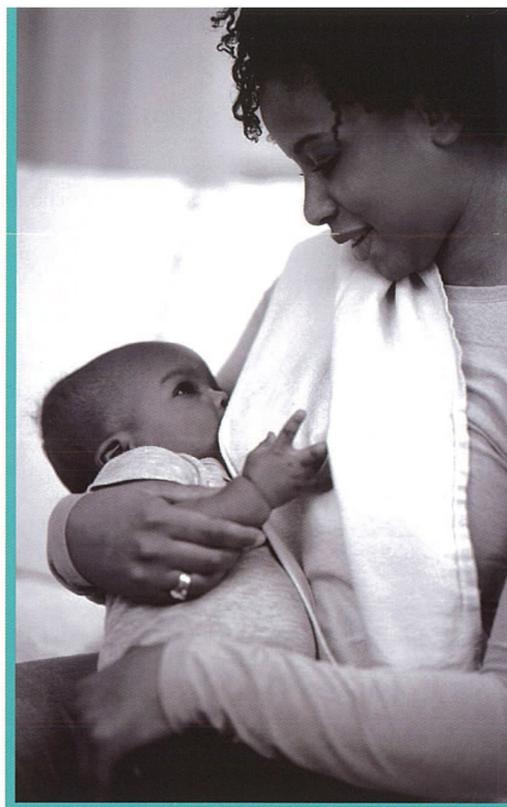
It is against the law to discriminate, discipline or take any action against you for exercising your rights under these laws.

## Talk with your employer about working and breastfeeding.

Tell them about your breastfeeding plans as soon as possible. Women need to pump or breastfeed to continue making milk for their babies. Breastfeeding results in healthier women and children and lower health care costs. Healthier women and children mean that mothers don't have to miss work as often because they are healthier and so are their babies. Women who are able to combine work and breastfeeding are more satisfied with their jobs and don't quit as often. Everybody wins with breastfeeding! More information at: [www.breastfeedingct.org](http://www.breastfeedingct.org)

## You have rights if you are called for jury duty.

Jury Duty Administration must have information on their website for breastfeeding women about options for their jury service, <https://www.jud.ct.gov/jury/faq.htm#9>. They must train their staff about the needs of breastfeeding jurors. For more information on postponement of jury duty or to ask the court staff to work with you to meet you and your baby's breastfeeding needs while on jury duty, call 1-800-842-8175 8a.m. to 8p.m. Monday through Friday, or go to the Jury home page at <https://www.jud.ct.gov/jury/default.htm>.



A collaborative publication between the Connecticut Department of Public Health and Connecticut Breastfeeding Coalition

\* Connecticut laws\* (Chapter 939, Section 53-34b and Chapter 814c, Section 46a-64) Breastfeeding in public

\* Connecticut law (Connecticut General Statutes, Section 31-40w) Breastfeeding in the workplace

\* Public Act 12-51 Addresses Jury Duty

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